

Unless explicitly stated, the provisions outlined in this Program Authorization shall apply to both the Active Component and the Reserve Component.

Active Component (AC): Direct appointment as officers in the Medical Service Corps (MSC) of the U.S. Navy, designator 2300. BUPERS-315B is the Officer Community Manager for Medical Service Corps.

Reserve Component (RC): Direct commission as officers in the Medical Service Corps (MSC) of the U.S. Navy Reserve, designator 2305. BUPERS-318 is the Officer Community Manager for Reserve Medical Service Corps.

1. Program Authority: Title 10 U.S. Code 531, 532 and 533.

2. Cancellation: Program Authorization 214 of Sep 08 and Program Authorization 115 of Dec 09.

3. Quota: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education (MPTE) (N1).

4. Qualifications:

a. Citizenship: Must be a citizen of the United States.

b. Gender: Open to men and women.

c. Entry Age.

(1) Entry age eligibility criteria are established to meet three goals:

(a) Attain the Defense Officer Personnel Management Act (DOPMA) objective of an all Regular career force.

(b) Maintain an officer corps young enough and vigorous enough to meet the more arduous duty requirements, such as duty at sea and in arduous locations.

(c) Define a recruiting pool large enough to meet accession requirements.

(2) Active and Reserve Medical Service Corps applicants must be commissioned before their 42nd birthday. On a limited case by case basis, the Commander, Navy Recruiting Command (COMNAVCRUITCOM) is granted waiver authority for applicants between ages 42 and 57. Waivers cannot be sub-delegated below the flag level and COMNAVCRUITCOM shall maintain on file written justification for each waiver granted.

(3) All waiver requests shall be coordinated through the MSC, Officer Community Manager (BUPERS-3). When considering an age waiver request, strong emphasis shall be placed on undermanned specialties and those with a pattern of missed recruitment goals.

(4) Active and Reserve Medical Service Corps applicants age 58 or older who possess critical skills as designated by the Assistant Secretary of Defense for Health Affairs may be considered for an exception to the age waiver policy if they can complete a full three year service obligation. CNO (N1) is the waiver authority for applicants age 58 or older. Reserve MSC applicants requesting an age waiver are governed by Title 10 U.S.C. Section 14703 and are restricted to a maximum age of 67. Reserve MSC applicants desiring retention beyond the age of 62 must formally request to be retained via a personal letter and command endorsement. Endorsements from higher authorities other than the reporting senior will be accepted but are not required. Only the command endorsement is required to process the request.

d. Physical: In accordance with the Manual of the Medical Department, Chapter 15 and as detailed in DoD Directive 6130.3.

e. Marital status: No restrictions.

f. Professional requirements: The minimum professional requirements for appointment are as follows:

(1) Health Care Administration Section:

(a) Applicants must have a Master's Degree with a major in Health Care, Hospital or Health Service Administration, Health Policy or a Master's in Business Administration with a concentration in Health Care Administration with a GPA of 3.0 or greater. Programs must be accredited by the Commission on Accreditation of Healthcare Management Education (CAHME) (see www.cahme.org), the

Association to Advance Collegiate Schools of Business (AACSB) (see www.aacsb.edu), or the Council on Education for Public Health (CEPH) (see www.ceph.org). Masters Degrees of Public Administration with an emphasis in healthcare administration accredited by the National Association of Schools of Public Affairs and Administration (NASPAA) (see www.naspaa.org) are also accepted.

(b) Candidates with masters programs not accredited as mentioned above may be considered on a case-by-case basis. Latitude may be given to access "exceptionally qualified" candidates who have obtained a Master's in Business Administration or Public Health, with a concentration in health management or health administration disciplines. These programs must show specific concentration in health care and candidates must have work experience in a health care related field. Residency completion and employment experience in Health Care Administration (Hospital or outpatient clinic setting, with a PPO, HMO, or a Managed Care Organization) is highly desired.

(c) "Exceptionally qualified" applicants having a Baccalaureate Degree with a major in Health Care, Hospital or Health Service Administration, Health Policy or Business Administration with a concentration in Health Care Administration will be considered on a limited case-by-case basis with selections not to exceed forty percent of the total health care administration direct accession quota. Programs accredited by the Association of University Programs in Health Administration (AUPHA) (see www.aupha.org) are highly desired. Online degrees do not meet this requirement. Candidates with programs not accredited as mentioned above may be considered on a case-by-case basis. AC candidates having a Baccalaureate Degree Applicants must submit a GRE or GMAT score in which the minimum GMAT score is 525 or the minimum GRE score is 1050 (pre-August 2011 exams) / 303 (post-August 2011 exams). When possible, AC selectees will be assigned to large teaching medical treatment facilities and will be considered and evaluated for mentoring programs. Upon approval of the Officer Community Manager, AC selectees may directly matriculate to the Army/Baylor or Uniform Services University of the Health Sciences (USUHS) Master's Degree Program in Health Services Administration prior to first assignment. AC officers recruited under this section, who do not immediately attend the Army/Baylor or USUHS Program should be counseled on duty under instruction to obtain a Master's level degree by their administrative director and encouraged to apply as soon as possible.

(2) Health Care and Sciences section:(a) Aerospace Experimental Psychology:

Applicants must have completed a Ph.D. in Psychology, with primary emphasis in industrial, experimental, cognitive, organizational, and/or human factors. Applicants may have completed a Ph.D. in neuroscience, industrial engineering, or an inter-disciplinary program emphasizing human factors or behavioral science. Applicants who have completed a Master's Degree in one of the above areas and have four years of commissioned service will be considered. Applicants must meet aviation physical standards. In addition, Reserve Component applicants must be a graduate of the six month Naval Aerospace Psychologist training course conducted at the Naval Aerospace Medical Institute, have successfully completed the prescribed flight training syllabus and have served a utilization tour on active duty as a Naval Aerospace Psychologist.

(b) Aerospace Physiology: Applicants must have either a Master's or Doctoral Degree in Physiology (e.g., cardiovascular, pulmonary, neuro, exercise, or occupational). Applicants with related degrees (biology, biomedical engineering, kinesiology, zoology, or other biological based sciences) will be considered if appropriate cardio/pulmonary physiology and anatomy courses are completed. Organic chemistry, an additional second level chemistry course, (e.g., biochemistry or inorganic) physics, college mathematics (i.e., algebra, pre-calculus, or above) and statistics are required courses. Some courses may be waived for applicants with a Ph.D. The following courses are highly recommended (undergraduate or graduate level): biochemistry, biomechanics, comparative anatomy, histology, microbiology, and calculus. Applicants with significant military aviation experience who have completed a Bachelors degree in an applicable field of study and with appropriate biological science background will be considered. Applicants must have a GPA of 3.0 or higher on a 4.0 scale for each of their degrees. Experience, as an instructor/teacher, is desirable. Applicants must meet aviation physical standards. In addition, Reserve Component applicants must be a graduate of the six month Naval Aerospace Psychologist training course conducted at the Naval Aerospace Medical Institute, have successfully completed the prescribed flight training syllabus and have served a utilization tour on active duty as a Naval Aerospace Psychologist.

(c) Audiology: Applicants must have either a Master's or Doctorate Degree in Audiology. Applicants who have substantial professional experience in Audiology are preferred. Additionally, applicants must possess an active state license to practice and board certification through either the American Board of Audiology (ABA) or the American Speech-Language-Hearing Association (ASHA).

(d) Biochemistry/Toxicology: Applicants must have a Master's Degree in biochemistry, toxicology, or related life sciences with a strong background in research. The majority of positions requires the applicant to have a Doctoral Degree in biochemistry, toxicology, or related life sciences. Applicants having a Master's Degree must have completed a research thesis, have manuscripts published in nationally recognized peer-reviewed scientific journals, and have completed at least one additional (post-Master's) year of research in biochemistry, toxicology, or other related life sciences.

(e) Clinical Psychology: Applicants must have completed all requirements for a Doctoral Degree (Ph.D. or PsyD) in Clinical or Counseling Psychology from a university or professional school program accredited by the American Psychological Association (APA). In addition, a full-time, one-year pre-doctoral internship or its equivalent is required. Accreditation of the internship by the APA is required. Waivers for the APA accredited internship requirement may be considered for individuals who have completed an APA-accredited post-doctoral residency or fellowship or have attained board certification by the American Board of Professional Psychology (ABPP). Current licensure in one of the 50 states or District of Columbia is required of all applicants.

1. Clinical Psychology Pre-Doctoral Internship Program (AC only): Applicants must be enrolled in a doctoral program (Ph.D. or PsyD) in Clinical or Counseling Psychology from a university or professional school program accredited by the American Psychological Association (APA). Applicants must have successfully passed their comprehensive examinations and, by the commencement of internship, must have completed all didactic and clinical practice required for internship eligibility. Most applicants will not have completed all practice, courses or doctoral dissertation at the time of their application, but they must be deemed eligible to apply for internship by their Training Director. Applicants will be commissioned as a Lieutenant and incur a four year service obligation (including the one year internship). Applicants are

expected to obtain licensure within eighteen months following completion of the internship. Officers who do not obtain licensure within eighteen months of fellowship completion may be subject to separation.

2. Clinical Psychology Doctoral Student Program, USUHS (AC only): Candidates are selected annually for accession into the Navy, Medical Service Corps, and subsequent matriculation in the USUHS Ph.D. program in Clinical Psychology. Applicants must possess a Baccalaureate or Master's Degree from an accredited college or university. Candidates must have attained a minimum GPA of 3.0 on a 4.0 scale. A minimum combined score of 300 or higher on the verbal and quantitative sections of the Graduate Record Examination (GRE), and a score of four or greater on the Analytical Writing section are recommended.

3. Clinical Psychology Post-Doctoral Fellowship Program (AC only): Applicants must have completed all requirements for a Doctoral Degree (Ph.D. or PsyD) in Clinical or Counseling Psychology from a university or professional school program accredited by the American Psychological Association (APA), including doctoral dissertation and pre-doctoral internship, prior to the start of the post-doctoral fellowship. For applicants whose internship was not APA accredited, waivers will be considered on a case-by-case basis, to be determined by the post-doctoral fellowship Training Director. Applicants whose doctoral program was not APA accredited will not be considered. Applicants will be selected to attend the one year post-doctoral fellowship at Naval Medical Center, Portsmouth. Applicants will be commissioned as a Lieutenant and incur a four-year obligation (including the one year fellowship). Applicants are expected to attain licensure within six months following completion of the post-doctoral fellowship. Officers who do not obtain licensure within six months of fellowship completion may be subject to separation.

(f) Dietetics: Applicants must have a Masters Degree in dietetics, nutrition, exercise and sports nutrition, food service administration, public health, or closely related program. In addition, applicants must have completed a dietetic internship or pre-professional practice program, or other qualifying profession experience approved by the American Dietetic Association (ADA). Applicants must possess the credential of "Registered Dietitian" in accordance with the ADA and have a minimum of one year experience working in the field

of dietetics. Applicants without a graduate degree may be considered on a case by case basis with greater than two years experience or national board certification that would off-set the requirement.

(g) Entomology: Applicants must have a Master's Degree or Doctoral Degree in Entomology or closely related degree in which the course work taken had an emphasis in entomology. Applicants should have a 3.2 GPA on a 4.0 scale in graduate study and a 3.5 GPA or better in entomology course work. Course work taken should include 30 or more hours (graduate and undergraduate) in entomology including courses in the areas of medical entomology, pest management, insect taxonomy, insect morphology, immature insects, mosquito biology, medical-veterinary entomology, insect ecology, insect toxicology, and insect physiology. Completion of a minimum of three to five hours in each of the following areas is highly desirable: acarology, parasitology, insect virology, invertebrate zoology, computer science, statistics, epidemiology, and environmental health. Experience in surveillance and control of disease vectors or medically important insects is also highly desired.

(h) Environmental Health: Applicants must have either a Baccalaureate or Master's Degree in Environmental Health from a National Environmental Health Science and Accreditation Council (EHAC) accredited program or a Master of Public Health degree with a concentration in environmental health from a College of Public Health accredited by the Council on Education for Public Health (CEPH). Degrees should include coursework in environmental health, epidemiology, food safety, water quality, air quality, solid waste and wastewater management, communicable diseases, public health sanitation, vector control, toxicology, risk assessment, risk communication, biostatistics, and microbiology. Master's applicants should have an undergraduate degree in environmental health, biology, chemistry or physics. Field experience in environmental health and certification as a Registered Environmental Health Specialist (REHS) or Registered Sanitarian (RS) through the National Environmental Health Association or a state agency are also highly desirable.

(i) Industrial Hygiene: To meet the minimum educational requirement, applicants must have a Bachelor's of Science in Industrial Hygiene, Occupational Health, or engineering degree aligned with industrial hygiene. Preferred applicants have a Master's of Science or Public Health degree,

with a concentration in industrial hygiene, engineering or a related field, such as toxicology, chemistry, biology or environmental sciences. The ideal candidates are applicants who have completed a Master of Science or Master of Public Health Degree in Industrial Hygiene from an institution accredited by the Accreditation Board for Engineering and Technology (ABET) or a degree from an institution with a strong program of industrial hygiene or occupational health. Applicants without such a degree must have relevant work experience, and the following academic coursework as a minimum: one year of calculus and biology, two academic years of chemistry including inorganic and organic with labs, and a total of at least 40 semester hours of pure science courses. GPA must be 3.0 or higher (emphasis in major courses). Field experience in industrial hygiene, certification by the American Board of Industrial Hygiene (ABIH), or a doctoral degree in industrial hygiene, or one of the above scientific disciplines are highly desirable. Knowledge and/or experience in consequence management, Emergency Management System, Safety and Occupational Health assessments are also highly desirable.

(j) Medical Technology: Applicants must have a Baccalaureate or Master's of Science Degree from an accredited college or university, certification of completion of a one year course of study in Medical Technology or Clinical Laboratory Science by a school or program accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), and two years experience in a clinical laboratory. The NAACLS program completion requirement may be waived if the applicant has at least four years of documented clinical laboratory training and/or experience. All applicants must have successfully passed a national Medical Technology or Clinical Laboratory Science certification examination (American Society of Clinical Pathologists or National Credentialing Agency). Supervisory and leadership experience is highly desired and Blood Bank experience is a plus.

(k) Microbiology: Applicants must have a Master's Degree (MS/MPH) or Doctoral Degree (Ph.D., DrPH, DSc) from a U.S. accredited institution in microbiology or a closely related field, i.e., bacteriology, epidemiology, immunology, virology, mycology, parasitology, food microbiology, veterinary microbiology, biology, or molecular biology. Applicants must have a GPA of 3.3 or better (4.0 scale) in graduate studies and a 3.5 GPA or better in microbiology coursework. If biology, molecular biology, epidemiology major, several upper (300/400+ level) microbiology courses (16+ hours) including laboratory,

must be part of the candidate's curriculum. The vast majority of positions require applicants to have a Doctoral level degree. Master's level applicants must have completed a research thesis, have published in nationally recognized peer-review scientific journals, and have completed at least one additional year (post-Master's) in research in microbiology. Both Master's and Doctoral level applicants are eligible for initial assignment to clinical and preventive medicine billets, however, only applicants who have earned a doctorate will be assigned initially to research billets.

(l) Occupational Therapy: Applicants must have a Master's Degree in Occupational Therapy from a university or college accredited by the American Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA), and have successfully passed the national registration exam and been certified by the National Board of Certification in Occupational Therapy (NBCOT). Applicants shall possess licensure in one of the 50 states or District of Columbia. Applicants with a Baccalaureate Degree will be considered on a case by case basis.

(m) Optometry: Applicants must have a Doctor of Optometry Degree from a college or university accredited by the Council on Optometric Education of the American Optometric Association, and be licensed to practice in one of the 50 states or the District of Columbia.

(n) Pharmacy: Applicants must have a Baccalaureate or Doctor of Pharmacy Degree from an accredited college or university, and have a current license in one of the 50 states or District of Columbia. Applicants may also have a Foreign Pharmacy Graduate Examination Committee (FPGEC) Certificate and have a current license in one of the 50 states or the District of Colombia. Active component Health Services Collegiate Program (HSCP) graduates shall take licensure exam prior to Officer Development School and must receive licensure within one year of entry onto active duty. All others shall be licensed prior to commissioning. Applicants who have had two or more years of hospital experience, or a residency in Pharmacy Practice, are preferred.

(o) Physical Therapy: Applicants must have a Master's Degree in Physical Therapy from an institution accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE). Applicants should possess current licensure as a physical therapist. Applicants shall possess a

current licensure or registration as physical therapist in one of the 50 states or District of Columbia.

1. Physical Therapy Student Program (AC only): A limited number of candidates without degrees in physical therapy may be selected annually for accession in the Navy MSC, and subsequent matriculation in the Army/Baylor University Program in physical therapy. Applicants must possess a Baccalaureate Degree or be in the final semester prior to receiving a degree, with no more than two prerequisite courses remaining to complete at the time of the selection board. Prerequisite course requirements include: 3-4 semester hours of Anatomy with a lab, 3-4 semester hours of Physiology, 3-4 semester hours of Biology with a lab, eight semester hours of Physics with a lab, eight semester hours of Chemistry with a lab, six semester hours of Psychology, three semester hours of Social Sciences, and three semester hours of Statistics. Waivers are required for applicants with prerequisites and overall GPAs of less than 3.10. Applicants must have completed the Graduate Record Examination (GRE) including the analytical writing portion. Waivers are required for those with cumulative scores of less than 1000 and verbal scores of less than 450.

(p) Physician Assistant: Applicants must have a Master's Degree in Physician Assistant Studies from a university or college that is fully accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) (see www.arc-pa.org), have successfully passed the Physician Assistant National Certification Examination (PANCE) and be currently certified by the National Commission on Certification of Physician Assistants (NCCPA) (see www.nccpa.net). Exceptionally qualified and PANCE/NCCPA certified applicants with a baccalaureate degree in Physician Assistant Studies will be considered on a case-by-case basis.

(q) Physiology: Applicants must have a Doctoral Degree in Physiology with a strong background in research. Consideration will be given to those with doctoral degrees in related fields such as pharmacology or biomedical engineering if systems physiology has been emphasized in research or graduate work. Major emphasis is on, but not limited to, research in cardiovascular, respiratory, hyperbaric, and neurophysiology with some research in exercise physiology. Undergraduate emphasis on physical sciences or mathematics is desirable. Applicants should show the ability to work independently and have a successful publication record in peer-reviewed journals.

(r) Podiatry: Applicants must be a graduate of a college of podiatry accredited by the Council on Education of the American Podiatry Association. Current licensure in one of the 50 states or the District of Columbia is required upon entry onto active duty. Completion of a two year surgical residency approved by the American Podiatry Medical Association is required, and a three year program is highly desired.

(s) Radiation Health: Applicants must have a Baccalaureate Degree with a major in radiation health, radiobiology, physics, chemistry, mathematics, engineering, nuclear engineering or biology (which must include acceptable course work in physics or calculus). Radiation Specialist programs and course work will be reviewed on a case-by-case basis.

(t) Research Psychology: Ph.D. in psychology with a concentration in cognitive, experimental, social, industrial/organizational, human factors engineering, personnel, neuroscience, physiological, or a related area of psychology. Applicants who have completed the degree requirements and have passed their dissertation final defense will be considered. Applicants who have completed a Psy.D in cognitive, experimental, social, industrial/organizational, human factors engineering, personnel, neuroscience, physiological, or a related area of psychology with a strong background in quantitative and research methods will be considered. For the Reserve Component, applicants who have completed a Master's Degree in one of these areas and four years of commissioned service as a Research Psychologist may be considered.

(u) Social Worker, Licensed Clinical: Applicants must have a Master's Degree in Social Work (MSW) from a graduate school of social work accredited by the Council of Social Work Education. Applicants must have a minimum of two years full-time post-master's degree supervised clinical social work experience, and must have the highest current licensure/certification as a clinical social worker offered by the jurisdiction where practicing; that license/certification must allow the social worker to practice independently. Mental health and Family Advocacy (child and spouse abuse) experience is highly desired, as is supervisory and/or program management experience.

1. Social Work Student Program (AC only): A limited number of candidates without degrees in social work may be selected annually for accession in the Navy MSC, and

subsequent matriculation in the Army-Fayetteville MSW Program. Applicants must possess a liberal arts focused undergraduate degree (Biology, English, Humanities, Behavioral Science, or Basic Science) with a minimum GPA of 3.0. Applicants must have completed the Graduate Record Examination (GRE) within the past five years, with minimum score of 900.

5. Source:

a. Civilians.

b. Enlisted personnel of any branch of the armed forces (active or inactive) provided an appropriate conditional release is authorized. Prior Navy enlisted service personnel are required to submit a copy of their enlisted Performance Summary Record (PSR) in addition to the most recent three years of evaluations.

c. Commissioned personnel of any branch of the armed forces (active or inactive) who are not otherwise eligible for interservice transfer or superseding appointment, provided conditional release (other services only) or contingent release (USN/USNR only) is approved by the member's service component.

6. Indoctrination:

a. Active Component: Selectees will receive five weeks of military orientation training at the Naval Officer Development School (ODS), Newport, Rhode Island. Aerospace physiologists and aerospace experimental psychologists will be ordered to the Naval Aerospace Medical Institute (NAMI) for six months duty under instruction in aerospace physiology/psychology, after completion of ODS.

b. Reserve Component: Selectees must attend/complete the two week DCO Indoctrination Course (CIN: Q-9B-0024) at Newport, RI, within one year of commissioning.


7. Appointment: Medical Service Corps, U. S. Navy, designator 2300 or 2305 (as applicable). Entry grade credit for educational accomplishment may be awarded in accordance with OPNAVINST 1120.8 series. Specialists for which work experience credit will be granted will be identified annually in the officer recruiting goaling letter and changes thereafter.

8. Active Duty Obligation:

a. Active Component: Three years from the date of appointment. The balance of service, sufficient to complete eight years total, may be served in a ready reserve status.

b. Reserve Component: Selectees incur an eight-year ready reserve obligation and a three-year Selected Reserve (SELRES) obligation. The obligation commences upon commissioning.

Approved: _____


A. M. KURTA, RADM, USN
Director, Military Personnel Plans and
Policy Division (N13)

Date: _____

12/22/2011